

## 1. Topic of assessment

<b>EIA title:</b>	Contract for Tier 3 and Tier 4 Medical and Psychological Treatment Service for Drugs and Alcohol.
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<b>EIA author:</b>	Martyn Munro – Senior Public Health Lead
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## 2. Approval

	<b>Name</b>	<b>Date approved</b>
<b>Approved by<sup>1</sup></b>	Helen Atkinson Director of Public Health 	13.08.2014

## 3. Quality control

<b>Version number</b>	V1.0	<b>EIA completed</b>	
<b>Date saved</b>	08/08/2014	<b>EIA published</b>	

## 4. EIA team

<b>Name</b>	<b>Job title (if applicable)</b>	<b>Organisation</b>	<b>Role</b>
Martyn Munro	Senior Public Health Lead	Surrey County Council	Project sponsor
Cyril Haessig	Public Health Lead	Surrey County Council	Project group member
Maya Twardzicki	Public Health Lead	Surrey County Council	Project group member
Karl Smith	Service User and Carer Development Officer	Surrey County Council	Project group member

<sup>1</sup> Refer to earlier guidance for details on getting approval for your EIA.

## 5. Explaining the matter being assessed

<b>What policy, function or service is being introduced or reviewed?</b>	<p>This Equality Impact Assessment relates to the contract for the Tier 3 and Tier 4 Medical and Psychological Treatment Service for Drugs and Alcohol.</p> <p>The substance misuse treatment system in Surrey is structured over four tiers:</p> <ul style="list-style-type: none"><li>• Tier 1 – Universal provision i.e. Police, Housing, Primary care and Education</li><li>• Tier 2 – Low threshold substance misuse specialist interventions i.e. drop in centres, harm reduction and injecting equipment exchange</li><li>• Tier 3 – Care planned interventions including substitute prescribing, psychodynamic interventions and recovery support</li><li>• Tier 4 – Inpatient treatment including detoxification, recovery programmes and rehabilitation.</li></ul> <p>The Tier 3 Medical and psychological treatment service for drug and alcohol is a specialist community based service that prescribes for the treatment of drug and/or alcohol dependence to adult users.</p> <p>The existing provider currently provides treatment to adult service users with a care planned treatment intervention within the substance misuse treatment system in Surrey, including:</p> <ul style="list-style-type: none"><li>• 1345 adults with a drug as a primary substance of choice</li><li>• 748 Severely dependant alcohol users<sup>2</sup></li></ul> <p>Tier 3 interventions are targeted to engage those with a substance dependency who are primarily seeking abstinence and/or have a complex need. The care pathway for many service users involves a progressive journey from an initial engagement with tier 2, low threshold tier 3 service providers; tier 2 providers will also provide re-engagement following an unplanned exit (dropped out) from tier 3 treatment.</p> <p>Tier 4 provision within the contract is provided through an 11 bed Inpatient Recovery Unit (2- 4 week placement) that offers detoxification, stabilisation and a recovery programme to those with the most complex needs. The unit had for 2012/13 a 92% occupancy rate which included the admission of 98 severely dependant alcohol and 34 primary drug using service users.</p>
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<sup>2</sup> Source: National Drug Treatment Monitoring System Quarter 4 2013/14

<p><b>What proposals are you assessing?</b></p>	<p>It is proposed that the Tier 3 and Tier 4 Medical and Psychological Treatment Service for Drugs and Alcohol contract.</p> <p>This service will come into operation on 1st April 2015. The synergic influences between the delivery of this contract and that of the provision of Tier 3 treatments are a key to the successful and sustained recovery for many individuals in treatment in Surrey.</p> <p>The Diagnostic Outcomes Monitoring Executive Summary for Surrey Quarter 4 2013/14 identifies successful outcomes for which Surrey and Borders Partnership NHS Trust (SaBP) are the primary provider:</p> <ul style="list-style-type: none"> <li>• Opiate service users; dependant and or complex users of illicit opiate substances such as heroin, methadone and pharmacological preparations, who successfully completed treatment was 9.7% (as a proportion of all in treatment) and Surrey was the second most successful partnership within the its cluster group of similar locations</li> <li>• Opiates users who had successfully completed treatment but did not need to represent to treatment within 6 months (Proportion of all in treatment) for Surrey was 11.5% compared to a national average 7.8%.</li> </ul> <p>Each outcome measure represents excellent outcomes for service users and communities in Surrey.</p>
<p><b>Who is affected by the proposals outlined above?</b></p>	<p>The Adult Tier 3 &amp; 4 Substance Misuse Treatment Service is targeted to adults (aged 18 years and over) resident within Surrey and experiencing problematic substance misuse issues, including the use of opiates, stimulants, hallucinogens and severely alcohol dependent.</p> <p>Flexibility will be given to Tier 3 work with those aged 16 or 17 years old where this is an appropriate response to the presenting need.</p>

## 6. Sources of information

<p><b>Engagement carried out</b></p>
<p>The service specification has been informed by the following processes:</p> <ul style="list-style-type: none"> <li>- quarterly performance reviews undertaken by Public Health with the current providers;</li> <li>- Structured and informal engagement with service users;</li> <li>- review of best practice working with statistical neighbours and through liaison with Public Health England, formally National Treatment Agency, Regional representative;</li> </ul>

- Distilling findings from Joint Strategic Needs Assessment;
- The proposal has been worked through with colleagues within the Public Health team, Adult and Social Care and Supporting People and co-ordinated by Surrey County Council procurement.
- A specification Concept Day with Recovery Champions, service users, families and friends, providers of substance misuse treatment and key partners including representation for Surrey Substance Misuse Partnership (a coordination/operations sub group to the Community Safety Board)
- Key partners of the Surrey Substance Misuse Partnership (Boroughs and District, Criminal Justice System, Health and Recovery Champions/service users sat as members of the contract procurement panel.
- The Substance Misuse Partnership acted as a key participant in the consultation process

### **Data used**

The following sources of data were used:

- Adult provider quarterly performance reports (green report);
- Adult Alcohol provider quarterly performance report (purple report);
- Diagnostic Outcomes Monitoring Executive Summary (DOMES);
- Treatment Outcomes Profile;
- Contract performance management framework for the current contract;
- Service user involvement and feedback;
- Service user consultation;
- National Treatment Agency commissioning guidance (Joint Strategic Needs Assessment support pack for commissioners);
- Drug Treatment Monitoring Unit Adult profiles;
- Surrey Joint Strategic Needs Assessment.

## 7. Impact of the new/amended policy, service or function

### 7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic <sup>3</sup>	Potential positive impacts	Potential negative impacts	Evidence
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 279</p> <p style="text-align: center;"><b>Age</b></p>	<p>The Adult Tier 3 &amp; 4 Substance Misuse Treatment Service will respond positively to the needs of all groups who have a protected characteristic within the Equality Act 2010. These characteristics include race, religion or belief, sexual orientation, pregnancy and maternity, age, disability, gender and gender identity.</p> <p>The Service Provider is expected to engage with these groups through all necessary means to ensure inclusion is in a positive and meaningful way.</p> <p>The National Drug Treatment Monitoring System (NDTMS) requires the collection of client Dates of Birth. The Surrey Halo client management system can provide reports based on age bandings.</p> <p>It is anticipated that the contract will have a positive</p>	<p>No evidence of changes to services to disproportionately affect this group.</p>	<p>All persons, irrespective of race, gender, disability, age, ethnicity, religion or sexual orientation should be able to secure access to the same substance misuse treatment services as the rest of the population.</p> <p>In delivering the Adult Tier 3 &amp; 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.</p> <p>In the delivery of any services commissioned on behalf of Surrey County Council, the Service Provider must demonstrate awareness and be responsive to the accessibility and needs of groups described above either already in services or attempting to access services.</p>

<sup>3</sup> More information on the definitions of these groups can be found [here](#).

	impact on all age groups by ensuring continuity of services.		
<b>Disability</b>	<p>As above as identified in "Age".</p> <p>The Halo system allows for the recording of client's disabilities so that the correct level of support can be provided.</p>	No evidence of changes to services to disproportionately affect this group.	<p>As above as identified in "Age".</p> <p>Accessibility relates to (but is not limited to); physical and mental impairment, communication needs those with a hearing or sight impairment, translation / interpretation if English is not a first language.</p>
<b>Gender reassignment</b>	<p>As above identified in "Age".</p> <p>No data is formally collected on Halo though there is the facility to record free text on Health and Personal History details.</p>	<p>No evidence of changes to services to disproportionately affect this group.</p> <p>It is however expected of the new service to promote itself and deliver interventions in a way which enables transgender clients to be more confident in accessing the service.</p>	<p>All persons, irrespective of race, gender, disability, age, ethnicity, religion or sexual orientation should be able to secure access to the same substance misuse treatment services as the rest of the population.</p> <p>In delivering the Adult Tier 3 &amp; 4 Substance Misuse Treatment Service, the Service Provider will be "exercising public functions" for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.</p> <p>In the delivery of any services commissioned on behalf of Surrey County Council, the Service Provider must demonstrate awareness and be responsive to the accessibility and needs of groups described above either in services or attempting to access services.</p>

			<p>Several studies show that drug prevention and treatment services need to be more accurately attuned to the needs of the LGBT population. For this to happen, more evidence is required so that the appropriate service provision can be commissioned. Specifically, qualitative data on recreational drug use (e.g. use not solely relating to 'addiction'), on the different drugs used by LGBT groups, and evidence relating to inhibiting factors for those who do not access services are required in order to better understand service needs.</p>
<p><b>Pregnancy and maternity</b></p>	<p>As above identified in "Age".</p> <p>NDTMS requires that clients are asked if they are pregnant at the time of triage. This is recorded on Halo, which also allows changes in the client's maternity to be recorded.</p> <p>Within the existing treatment system pregnancy is an assessed priority with a specialised care pathway.</p> <p>Example; Opiate New female presentations to treatment (year to date) Pregnant females 5.9% National average 4.1%</p> <p>Pregnant females/New female presentations 6/101 <b>DOMES Q4 2013-14</b></p>	<p>No evidence of changes to services to disproportionately affect this group.</p>	<p>All persons, irrespective of race, gender, disability, age, ethnicity, religion or sexual orientation should be able to secure access to the same substance misuse treatment services as the rest of the population.</p> <p>In delivering the Adult Tier 3 &amp; 4 Substance Misuse Treatment Service, the Service Provider will be "exercising public functions" for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.</p> <p>In the delivery of any services commissioned on behalf of Surrey County Council, the Service Provider must demonstrate awareness and be responsive to the accessibility and needs of groups described above either in services or attempting to access services.</p>

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 282</p> <p style="text-align: center;"><b>Race</b></p>	<p>As above identified in “Age”.</p> <p>Adult Quarterly performance reports 2013/14 for Drug and Alcohol treatment show that the vast majority of clients in treatment were White British:  90% Drug Treatment  91% Alcohol Treatment  83% Surrey Population</p>	<p>No evidence of changes to services to disproportionately affect this group.</p> <p>Assess local needs and stimulate innovative solutions to meet the needs of ethnic population, some of whom will inevitably develop substance misuse problems.</p>	<p>Evidence shows that services which are culturally and ethnically aware provide better treatment outcomes for their clients.</p> <p>The service will be expected to deliver interventions in a way which improve the engagement and retention in treatment of Black and Minority Ethnic people.</p> <p>In delivering the Adult Tier 3 &amp; 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.</p>
<p style="text-align: center;"><b>Religion and belief</b></p>	<p>As above identified in “Age”.</p>	<p>No evidence that changes to services will disproportionately affect those of a specific religious background / belief.</p>	<p>All persons, irrespective of race, gender, disability, age, ethnicity, religion or sexual orientation should be able to secure access to the same substance misuse treatment services as the rest of the population.</p> <p>In delivering the Adult Tier 3 &amp; 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities</p>

			<p>as a provider to service users and as an employer to its employees.</p> <p>In the delivery of any services commissioned on behalf of Surrey County Council, the Service Provider must demonstrate awareness and be responsive to the accessibility and needs of groups described above either in services or attempting to access services.</p>
<b>Sex</b>	As above identified in "Age".	<p>No evidence of changes to services to disproportionately affect Male or Female clients.</p> <p>It is however expected of the new service to deliver interventions in a way which enables female clients to be more confident in accessing the service as traditionally women are under-represented in substance misuse treatment.</p> <p><b>Surrey Drug Treatment Adult Partnership Quarterly performance report 2013/14 Q4</b> 73% Male 27% Female</p> <p><b>Adult Alcohol Partnership Performance Report 2013/14 Q4</b> 60% Male 41% Female</p> <p>There is no doubt the drug-related problems that women face can be extremely complex to resolve. The qualitative</p>	<p>All persons, irrespective of race, gender, disability, age, ethnicity, religion or sexual orientation should be able to secure access to the same substance misuse treatment services as the rest of the population.</p> <p>In delivering the Adult Tier 3 &amp; 4 Substance Misuse Treatment Service, the Service Provider will be "exercising public functions" for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.</p> <p>In the delivery of any services commissioned on behalf of Surrey County Council, the Service Provider must demonstrate awareness and be responsive to the accessibility and needs of groups described above either in services already or attempting to access services.</p>

		<p>issues around access to treatment for women, and the appropriateness of treatment services for them, is identified through local needs-assessments and the treatment strategy within the local system.</p>	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 284</p> <p style="text-align: center;"><b>Sexual orientation</b></p>	<p>As above identified in "Age".</p> <p>The NDTMS allows for this data to be collected.</p>	<p>No evidence of changes to services to disproportionately affect sexual orientation.</p>	<p>All persons, irrespective of race, gender, disability, age, ethnicity, religion or sexual orientation should be able to secure access to the same substance misuse treatment services as the rest of the population.</p> <p>In delivering the Adult Tier 3 &amp; 4 Substance Misuse Treatment Service, the Service Provider will be "exercising public functions" for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.</p> <p>In the delivery of any services commissioned on behalf of Surrey County Council, the Service Provider must demonstrate awareness and be responsive to the accessibility and needs of groups described above either in services already or attempting to access services.</p> <p>Several studies show that drug prevention and treatment services need to be more accurately attuned to the needs of the LGBT population. For this</p>

			to happen, more evidence is required so that the appropriate service provision can be commissioned. Specifically, qualitative data on recreational drug use (e.g. use not solely relating to ‘addiction’), on the different drugs used by LGBT groups, and evidence relating to inhibiting factors for those who do not access services are required in order to better understand service needs.
<b>Marriage and civil partnerships</b>	As above identified in “Age”.  This not a requirement for the NDTMS and is not recorded on Halo.	The marital status is not a criterion considered to access substance misuse services.	<p>All persons, irrespective of race, gender, disability, age, ethnicity, religion or sexual orientation should be able to secure access to the same substance misuse treatment services as the rest of the population.</p> <p>In delivering the Adult Tier 3 &amp; 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.</p> <p>In the delivery of any services commissioned on behalf of Surrey County Council, the Service Provider must demonstrate awareness and be responsive to the accessibility and needs of groups described above either in services or attempting to access services.</p>

### 7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
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<b>Age</b>	Non-discriminatory workplace	None	In delivering the Adult Tier 3 & 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.
<b>Disability</b>	Non-discriminatory workplace	None	In delivering the Adult Tier 3 & 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.
<b>Gender reassignment</b>	Non-discriminatory workplace	None	In delivering the Adult Tier 3 & 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.
<b>Pregnancy and maternity</b>	Non-discriminatory workplace	None	In delivering the Adult Tier 3 & 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service

			Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.
<b>Race</b>	Non-discriminatory workplace	None	In delivering the Adult Tier 3 & 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.
<b>Religion and belief</b>	Non-discriminatory workplace	None	In delivering the Adult Tier 3 & 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees
<b>Sex</b>	Non-discriminatory workplace	None	In delivering the Adult Tier 3 & 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to

			service users and as an employer to its employees.
<b>Sexual orientation</b>	Non-discriminatory workplace	None	In delivering the Adult Tier 3 & 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.
<b>Marriage and civil partnerships</b>	Non-discriminatory workplace	None	In delivering the Adult Tier 3 & 4 Substance Misuse Treatment Service, the Service Provider will be “exercising public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Equality Act 2010 relates to service users and employees. The Service Provider has responsibilities as a provider to service users and as an employer to its employees.

## 8. Amendments to the proposals

Change	Reason for change
N/A	N/A

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## 9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
It is not envisaged that there will be a negative impact resulting from the appointment of this new contract.	Six month mobilisation period to ensure stable establishment of contract. Quality and innovation measures as part of the contract and extension negotiation enable targeted responses to identified needs.	October – March 2015	Martyn Munro
Monitoring of Equality impact Assessment actions	To be undertaken at quarterly contract review meetings	Quarterly for the contract duration	Martyn Munro

## 10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected

## 11. Summary of key impacts and actions

<b>Information and engagement underpinning equalities analysis</b>	The service change has come about as a result of the following analysis :  - quarterly performance reviews undertaken by Public
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	<p>Health with the current providers;</p> <ul style="list-style-type: none"> <li>- informal engagement with service users;</li> <li>- review of best practice working with statistical neighbours and through liaison with Public Health England Regional representative;</li> <li>- Distilling findings from Joint Strategic Needs Assessment;</li> <li>- the proposal has also been worked through with colleagues within the Public Health team, Adult and Social Care and Supporting People and co-ordinated by Surrey County Council procurement.</li> </ul>
<p><b>Key impacts (positive and/or negative) on people with protected characteristics</b></p>	<p>Positive impact for all categories with a particular emphasis on :</p> <ul style="list-style-type: none"> <li>- Gender</li> <li>- Sexual orientation targeting the needs of Lesbian, Gay, Bisexual individuals</li> <li>- Transgender individuals</li> <li>- Race</li> </ul> <p>There are no foreseeable negative impacts as a result of the extension of the contract.</p>
<p><b>Changes you have made to the proposal as a result of the EIA</b></p>	
<p><b>Key mitigating actions planned to address any outstanding negative impacts</b></p>	
<p><b>Potential negative impacts that cannot be mitigated</b></p>	